

(To Be Printed and Posted on Official Board Notice Form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with us on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities.

WE WILL NOT create new rules, or more strictly enforce existing rules, in response to union activities in support of the Retail, Wholesale and Department Store Union, UFCW, CLC (“the Union”) or any other labor organization.

WE WILL NOT discipline you pursuant to any rule that we created or more strictly enforced because employees supported the Union or any other labor organization.

WE WILL NOT discipline, discharge, or otherwise discriminate against you because of your support for the Union or any other labor organization.

WE WILL NOT assign additional and/or more onerous duties to you because of your support for the Union or any other labor organization.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL rescind and cease giving effect to the policy that we promulgated and posted prohibiting you from being in the break rooms unless clocked out for break, out for lunch, or not on the clock.

WE WILL make Glenda Burton, Ruth Ann Kirk, and Martha Smith whole for any loss of earnings and other benefits from their discharge, less any net interim earnings, plus interest.

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550 Main Street, Cincinnati, Ohio 45202-3271 TEL: (513) 684-3686

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WE WILL, within 14 days from the date of this Agreement, remove from our files any references to the unlawful discharges of Glenda Burton, Ruth Ann Kirk, and Martha Smith and the unlawful discipline issued to Richard Branham, Glenda Burton, Martha Smith, and Daryle Sweeny, and

WE WILL, within 3 days thereafter, notify each of them in writing that this has been done and that the discharges and discipline will not be used against them in any way.

Although an Administrative Law Judge who heard this matter recommended to the Board that Burton, Kirk and Smith be reinstated to their former positions of employment or to substantially equivalent jobs if those positions no longer exist, they have chosen to waive their right to reinstatement.

K-VA-T FOOD STORES, INC. D/B/A FOOD CITY
(Employer)

Dated: _____ By: _____
(Responsible Representative) (Title)

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